

The following examples of contract language are offered as examples for SLPs and Audiologists who may be looking for bargaining ideas and wording. These were collected in June, 2008 by WSHA's Education/Schools Practice Committee chaired by Christine Leitner.

These district contract language examples are from Omak Public Schools, Everett Public Schools, and Issaquah School District. For comments or questions contact Linda Adams, Educational SLP WSHA Board Representative.  
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**Omak Public Schools:**

**Optimum Caseload = 45**

**Maximum Caseload = 50**

**Violation of Optimums and Maximums for SLP: "In the event the caseload optimum is exceeded for five (5) consecutive days, the SLP and the Principal(s)/supervisor(s) involved shall meet to develop a plan to be implemented as soon as the maximum number is reached. This plan may include an additional hour of aide time per week given to the SLP for every student over 45 or any other alternative solution mutually agreeable to the SLP and administrator(s) involved."**

**Everett Public Schools**

**Working Day**

**1. Preparation Time: SLP, OT, PT employees shall have no less than forty-five (45) minutes within the student day. The period will be a continuous block of time unless the employee has chosen to schedule his/her time in other than a continuous block within the student day. If an employee chooses to schedule more or less planning time on a given day, he/she shall in any event schedule no less than 225 minutes each week.**

**2. In order to address the unique workload concerns of employees in special education programs, each special education staff member shall be given a supplemental contract for three (3) additional days (22.5 hours) at the individual's per diem rate of pay and/or four (4) release days each year to prepare individual education plans and/or assessment reports, or hold meeting related to such responsibilities, as determined by the employee. Employees may utilize a combination of additional days pay and release days provided that employees using release days must do so prior to June 1.**

**3. SLP, OT/PT and classroom teachers in the Special Services Department will be reimbursed up to two hundred dollars (\$200) annually from their school or the Special Services Department budget for purchases of classroom-related supplies and materials.**

**4. Class Size/Student Assignment: Speech/Language Pathologist (SLP)**

Forty-five (45) or fewer student assigned to each SLP. Students are weighted: 3.0 technology dependent, all others 1.0 for caseload assignment. Any SLP with greater than fifty (50) weighted students will be assigned SLP Assistant time. Any SLP with greater than fifty-five (55) students will be assigned additional assistant time.

**Issaquah School District**

**1. Special Education Stipend and Staffing Systems:** All reasonable effort will be made to schedule Guidance Team, Evaluation Group, and IEP Meetings during the regular work day. Compensation for meetings held outside the regular work day is covered for special education staff through their Special Education stipend. If the Guidance Team discussion results in a referral for special education, a request for compensation for certificated regular education staff shall be sent to Special Services for payment at their per-diem rate from the IEP General Education Meeting Pool. The Special Projects compensation may be available for special circumstances with administrative approval.

**2. Stipend System:**

**a. All Certificated Special Education Staff will receive an annual stipend of \$2,400 for the 2007-08 school year and \$2,500 effective September 1, 2008 for the duration of the contract paid over twelve months (12) pro-rated for FTE, for the following responsibilities:**

**i Creation and implementation of all aspects of the IEP process.**

**ii. Meetings specific to carrying out special education responsibilities.**

**b. Additional compensation will be provided when the number of IEP's written exceed the base allocation. (see below)**

**c. Additional compensation may be available through the Special Projects Fund for special circumstances upon request by the certificated staff member and/or the building administrator subject to administrative approval.**

**3. Staffing Goals/Guidelines for Special Education:**

**a. SLP – 44**

**4. Overload IEP writing relief:**

**a. Certificated Special Education staff completing IEP's over their staffing goal (as listed above) will be compensated one and one-half (1.5) hours of additional per diem pay for each additional IEP.**

**b. Documentation for IEP's completed during the school year needs to be submitted to the Special Services office no later than the last day of school.**

**c. This payment will be made on the August warrant.**

**d. All IEP's must meet district standards for completion and compliance.**

**5. Certificated Special Education Staff Release Time**

**Effective September 1, 2007 and for the duration of the contract, all certificated special education teachers will receive release time on the following basis:**

- a. Certificated Special Education staff 0.1 to 0.5 – Two (2) days**
- b. Certificated Special Education staff 0.6 to 1.0 – Three (3) days**

**6. Special Education Special Projects Fund: Certificated Special Education**

- a. Staff requests may be made for Special Projects compensation, with administrative approval.**
- b. Staff development attendees will be paid at professional rates. Presenters and all other Special Projects activities are paid at per diem rate. Requests for compensation for Special Project work can be used for such work as, but is not limited to: committee/task force work, extraordinary workload around such activities IEP meetings, due process hearings, mediation preparation, caseload/workload assistance for a colleague, tutoring, and mentoring assistance for a colleague.**

**7. Speech and Language Pathologists: Speech and Language Pathologists staffing for 2004-2005 will be based on the March 1, 2004 special education funding count. SLPs will be allocated 1 FTE per 44.5 students with specially designed instruction from an SLP. An additional 0.1 FTE will be provided for the team leader.**

**8. Learning Improvement Days: The two Learning Improvement Days will be the following:**

- a. The OTs, SLPs, Psychologists, Behavior Specialists, and other specialists as mutually determined by the Association and the District will participate in staff development training pertaining to their assignment during two 1/2 LID days. The training may not conflict with District-mandated trainings.**

**9. For 2007-2010, there shall be a minimum of three (3) per diem days.**

- a. All Certificated Special Education Staff will have one (1) additional per diem District directed day prior to the start of the school year. This day will be paid at their per diem pay rate based upon their FTE.**

**10. Professional Growth and Incentive Fund (PGIF): Each IEA member, on a prorated basis, shall receive a stipend of \$1,500. These amounts will be enhanced in years 2005-2006 and 2006-2007 by the District's payroll tax savings to the extent that staff opted to use their Additional Responsibility Compensation as tuition reimbursement in the previous year. Individual Staff may elect to use their portion of the fund for:**

- a. Reimbursement for materials and supplies, that may include such things as books, manipulatives, equipment, subscriptions, software, professional (not-IEA) dues, conference registration, \$30 per month or up to \$360 per year for home internet access for school related professional purposes, etc.;**
- b. Reimbursement for tuition and registration fees; or**

**c. Compensation for up to an additional thirty (30) hours of work on or off site. The hourly rate for this purpose is computed by dividing the PGIF amount by thirty (30) hours. The individual staff member is responsible for submitting a request for compensation for the hours worked.**

**11. Professional Development Pay: Effective September 1, 2007, and for the duration of the contract, 1.0 FTE staff will be eligible to receive up to twenty-five (25) hours of staff development per year paid at the professional hourly rate.**

**12. Professional Non-Education Experience: Nurses, Psychologists, ESA-certified Behavior Specialists, SLPs, and OT/PT staff will receive an incentive payment for non-school related, verifiable, professional experience. The stipend will be based on one (1) year of credit for every two (2) years of experience. The amount of the stipend each year will be equal to the lesser of the actual amount of creditable experience the salary schedule would generate, or the individual's prorated amount of a \$25,000 pool. The stipend will be determined by October 1 each year, based on the verification records on file as of September. Eligible staff hired after October 1 will receive a prorated stipend.**

**13. Special Education OTs/PTs and SLPs: OTs/PTs and SLPs will receive seven (7) hours prior to the start of the school year, which will be used to address work load issue**